



Name :

Roll No. :

Invigilator's Signature :

CS/MBA/SEM-2 (FT)/MB-206/2013

2013

HUMAN RESOURCE MANAGEMENT

Time Allotted : 3 Hours

Full Marks : 70

The figures in the margin indicate full marks.

Candidates are required to give their answers in their own words as far as practicable.

GROUP - A

(Multiple Choice Type Questions)

1. Choose the correct alternatives for any *ten* of the following :
10 × 1 = 10

- i) Job description describes
 - a) the qualification, experience and age of the persons to be deployed
 - b) the different steps of a job or how job is to be done
 - c) hiring procedures
 - d) none of these.



- ii) Talent management means
 - a) providing right type of personnel, of right capabilities, at right time
 - b) attracting, developing and retaining talent
 - c) targeting high potential individuals
 - d) all of these.
- iii) Organization centered career planning
 - a) focuses on how various positions in organization are to be filled
 - b) focuses on career of individual employees
 - c) focuses on weeding out inefficient employees
 - d) none of these.
- iv) Selection is a process for
 - a) finding and attracting capable applicants for employment
 - b) choosing from the list of applicants the best candidate for the job
 - c) shortlisting from prospective candidates
 - d) none of these.



- v) Shifting surplus employees to another branch or department is called
- a) Redundancy
 - b) Re-deployment
 - c) Succession planning
 - d) None of these.
- vi) Recruitment & selection are process in which
- a) the latter follows the former
 - b) the former follows the latter
 - c) together are essentially carried
 - d) none of these.
- vii) Which one of the following is the non-analytical method of job evaluation ?
- a) Ranking method
 - b) HAY method
 - c) Point Rating
 - d) Factor Comparison Method.

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viii) Strategies of manpower planning are all the following except

- a) Acquisition of HR
- b) Termination of HR
- c) Development of HR
- d) Retention of HR.

ix) CITU stands for

- a) Central Indian Trade Unity
- b) Centre of Indian Trade Unions
- c) Central Inland Trade Unions
- d) Central Indian Trade Understanding.

x) Which one of the following is not a method of demand forecasting ?

- a) Managerial Judgment
- b) Ranking Method
- c) Statistical Method
- d) Trend Analysis.



xi) "Hot Stove Rule" states that here discipline should be impersonal

- a) Burns immediately
- b) Provides warning
- c) Gives consistent punishment
- d) Burns impersonally.

xii) The dispute settlement machinery set by Central and State Governments to mediate all disputes who enjoys powers of a civil court is termed as

- a) Conciliation Officer b) Arbitrator
- c) Adjudication d) Labour Court.

GROUP - B

(Short Answer Type Questions)

Answer any *three* of the following. 3 × 5 = 15

2. "The main objective of HRD is to develop the skill of the employees." Elucidate this statement.
3. Do you think that personnel management and human resource management are same ? If yes, why ? If no, why ?

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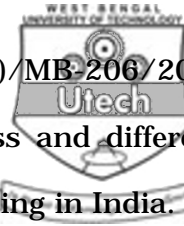


4. What are the various factors affecting wage and salary administration ?
5. Discuss HR demand forecasting techniques with examples.
6. "The recent trends of the organizations are to outsource the HR activities to a third party." Discuss the advantages of such types of outsourcing.

GROUP - C
(Long Answer Type Questions)

Answer any *three* of the following. 3 × 15 = 45

7. Explain the different methods of payment of wages. What are the relative merits and demerits of the different systems of payment of wages ? 6 + 9
8. What is misconduct ? A worker has assaulted his superior inside the factory premises. Mention the steps to be taken to proceed with disciplinary action against the delinquent workman. 5 + 10
9. Discuss the various HRD interventions for Individual Development through non-training programmes. Design an Induction Training Programme for management trainees. 5 + 10



10. a) Explain the collective bargaining process and different barriers for successful collective bargaining in India.
- b) Discuss the different types of tests and interviews applied in modern selection process. 9 + 6
11. Write short notes on any *three* of the following : 3 × 5
- a) Job description and Job specification
- b) Workers' Participation in Management
- c) Succession Planning
- d) Role of Trade Unions in Industrial Relations
- e) Human Resource Information Systems (HRIS).

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